

Job Corps Region II  
Vocational Taskforce  
Minutes  
08/23/04 – 08/24/04

Review Minutes from March 17-18

**Improving Certification and Credentialing Presentation**

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- Certification for capable skills important for the future.
- *Job Revolution* – Job trends will reverse, eventually there will not be enough people for the jobs available.
- The entering workforce doesn't have the skills necessary to replace aging workers.
- There are increases in skill requirements for jobs.
- Most hard trade industry workers have an average age within their 40s and are approaching retirement.
- There is a discrepancy between education level and jobs available.
- There is a decreasing number of jobs available for unskilled workers.
- The workforce is working harder for less money.
- By 2010, 75 percent of jobs will require some post-secondary education.
- Everyone will need more than a high school diploma.
- Expectation is that people will spend three to four years in one career path, and switch career fields 13 to 14 times in their lives.
- Outside of Job Corps, 14 percent of workers will enter the field they trained in.
- The top 10 jobs 10 years from now haven't been created yet.
- There is a need for general, portable skills.
- Prior to 1996, there was an incremental rise in the need for certification.
- Since then, the number of employer groups and associations have skyrocketed.
- Today there are more than 4,000 skill certificates available.
- Job Corps should aim to match certificates with skill training available.
- Most students graduate with certificate of completion in trade.
- There is a need for third-party accreditation from a recognized certification program, whether it be an apprenticeship, online course or experience.
- 65 percent of students graduate with a certificate of training.
- 90 percent of students will be placed in a job.
- 63 percent of students will still be employed after six months.
- 58 percent of students will be working in the area they're trained in.
- 2 percent of Job Corps' training programs currently rated excellent, 10 percent rated unacceptable.
- There is a changing marketplace because of a shortage of skills.
- Students are not training in hard trade jobs even though pay is better.

- Industries are currently trying to upgrade perceptions with skill certificates and skill standards.
- Companies need people, and the competitive advantage will be people.
- MSCE certification was the turning point for credentialing – it is often more valuable than a computer science degree.
- Students want credibility/certification, and they want it fast.
- There are hundreds of IT credentials available in entry-level, database, security, networking, Internet, operating systems and application areas.
- Microsoft sends a survey every year to those certified:
  - 56 percent of responders received a raise in pay because of the certificate.
  - 79 percent earned the certificate for personal pride/accomplishment reasons.
  - 58 percent earned the certificate to differentiate themselves from other employees.
- Job Corps needs to find a tipping point for certification:
  - Rule of few – Some will become expert salespersons and will network well.
  - Rule of stickiness – There is a need to stick to something and not let it go away.
  - Rule of context – There needs to be a creation of context for change.
- Standard certificates can be passports to trades.
- Job Corps should identify certificates for training programs and allow the requirements to supplement the TARs.
- Centers should aim to encourage companies to come on center to create a partnership and provide a home for the training.
- If the program can teach basic, portable skills, tech schools or companies can teach specialized skills.
- Technical/vocational concurrent enrollment is more difficult today.
- An issue with partnerships is that students aren't willing to relocate and often do not have the financial base to do so.
- Vocational managers and instructors should have additional input when creating Center Industry Councils and working to develop partnerships.
- NCCER is the most widely accepted construction certificate (non-union).
- Currently only 5 percent of students go on to college.
- To find a job with good pay, students need a HSD, some college credit hours and trade certification.
- The number of one-year certificate programs available is growing tremendously.
- Industry-specific, qualified individuals have more credit than a high school diploma but less than a college degree.
- In some trades it's mandatory to have certificates.
- Eventually Job Corps should consider eliminating training areas without certificates.
- Job Corps provides vocational training for more youth, especially when high schools are eliminating programs.

- The program should expand teaching technology so that every student obtains the highest level of education available for him or her.
- It is important that, when buildings are being built, certification/credentialing criteria are assessed.
- Buildings may need specialized office/other requirements not known to architects.
- Certification costs can be expensive – budget problems may be an issue.
- There is legislation being considered that won't provide federal funding for vocational training that doesn't give certification within an industry.
- Some trades must meet state certification.
- Brain bench certification is an option for students unable to earn Microsoft A+ certification.

### **Apprenticeship Update**

John Delgado, Indiana and Kentucky state director, Bureau of Apprenticeship and Training (BAT)

- The BAT National Office should add Job Corps to national standards of apprenticeship training.
- In some industries, there is direct entry into an apprenticeship program, often with previous experience credit available.
- The state of Indiana works very closely with construction trades.
- In IT, CompTIA is a registered apprenticeship.
- There are apprenticeships available in almost every trade Job Corps offers.
- Those who have completed an apprenticeship can earn a salary just under what individuals with a master's degree earn.
- Partnering with apprenticeships can give students better opportunities.
- There are 12,000 apprentices in the state of Indiana, with more than 1,000 programs available.
- There are 2,800 apprentices in the state of Kentucky.
- DOL is looking into high-tech trades and careers such as biotechnology to offer apprenticeship opportunities.
- John Delgado will provide POCs for apprenticeship openings, criteria, qualification and application details in state of Kentucky to Job Corps.
- BAT area training representatives will be asked to contact Job Corps as part of compliance reviews.
- Apprentices will receive progressive wage increases.
- Mr. Kennedy asked Whitney Young Job Corps Center to be a conduit with Mr. Delgado to provide apprenticeship openings and details to other Kentucky centers.
- There are varying apprenticeship guidelines based on whether a state has created a State Apprenticeship Council or follows the federal program.
- The BAT has a presence in every state; some states have fees for applications.
- Mr. Delgado will contact state directors to find out what programs have direct entry, what states have application fees.
- Some states don't provide direct entry if they don't adopt federal guidelines.

- Mr. McDermott charged Whitney Young with inviting the Louisville BAT representative to visit the center.

### **VST and Facility Maintenance**

Michael O'Malley, Unit Chief, Division of Facilities Support

- VST provides policy on how buildings should be designed and controls money for facilities upgrades.
- Unit oversees two contractors and evaluates what buildings are needed, what buildings should be updated and how it should be done.
- National funding is supplemented by VST.
- VST is a very effective program because it provides hands-on training.
- Wilmington Job Corps students will be working on community projects since the center is new.
- It is important to understand roles when working on VST plan.
- It is the project manager's duty to finalize plans, and they should have appropriate approval from center directors, managers and instructors.
- VSTs need a strong plan and a definite schedule for approval.
- If trade is not offered at the center, the plan should identify need(s) for outside contractor(s).
- Funding distributions decisions are made in May or June.
- Prior notice for VST plans is very important.
- National Office and its contractors are normally the ones available to hire architects and engineers (A&E).
- The National Office can authorize centers to get a thorough decision process to hire contractors.
- National Office will accept sketches with scaled drawings showing location of windows, window heights, doors, etc. along with an elevated sketch of building.
- If there are any questions about VST, ask appropriate regional project manager and they will ask the National Office.
- To incorporate other trades' involvement with VST projects, incorporate their work into initial plan.

### **New TARs**

- PRH supplement should go out by Sept. 1 with revised TARS for Business Technologies and Medical Office Support.
- Network cabling will come out soon.
- Will combine TARs to show achievement of a good set of skills instead of elementary ones.
- Will distribute additional TARs to appropriate instructors for review.
- Thank you to the TAR committee for their work on revising the forms.
- Information technology and computer service technician are ready for review by taskforce.

- MP&F will distribute TARs and ask for feedback; feedback will be distributed to TAR committee for review.
- HBI created textbook for plumbing and is in the process of creating TAR based on book.
- Will wait on sending additional TARs until first set sent out within region with a PRH supplement.
- Committee will review TARs by trade clusters.
- CNA TAR should be reviewed.

### **VRTC Report – Corrective Action Plans**

- Centers should report corrective action plans by Aug. 27.

### **JTM Concerns**

- Vocational form required to report JTM (not included in OMS/CTS report card).
- In the region, JTM is an important measurement, and all parties should be held accountable.
- Students should be placed in jobs before they leave the center.
- What efforts are being made by contractors who have both the center and CTS contracts?
- Staff needs to look for ways to get a good JTM match.
- Reality for this year – JTM is not included – other ways to earn credit are necessary.
- The current standards are set.
- JTM should be included with OMS/VRTC.

### **Vocational Completions**

- How can students be encouraged to stay on center for longer periods of time?
- OA staff should assist in addressing issues.
- Centers should look at vocational completions differently.
- Why should vocational managers or instructors be responsible for a student not completing?
- Is the 60-day waiting period appropriate for a student to enter vocational training?

### **VST Judging**

- The taskforce suggested two boards be allowed per entry in next year's competition.
- A Regional Bulletin with information for next year's competition will probably be sent in September.
- A Toolbox announcing winners will come out in the next month.
- Photos of progression showing of students in the work environment would be helpful for judges.

- Timeline for 2005 entries – July 1, 2003, to June 30, 2005.
- Narratives should be specific as to the skills used in the project.
- A change in the value of points assigned to the categories will be considered for next year's competition.
- Next year's judging process should include more objective ways to evaluate projects.
- There are some photos from this year's entries with inappropriate safety procedures – information on safety should be included in criteria.